



**U.S. Department of Veterans Affairs**

**Objective 3.1.b: Internships and Fellowships** – In this section, the Agency should identify internship and fellowship opportunities available to students, including Hispanics students. The Agency may also include if it has any partnerships with other national or regional educational or Latino organizations, such as the Congressional Hispanic Caucus Institute or Hispanic Association of Colleges and Universities to offer these opportunities in an effort to increase postsecondary education and workforce training completion.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
<b>1. Veterans Affairs (VA) National Diversity Internship Program (NDIP)</b>  1. VA Strategic Plan 2013-2020, Goal 3, Objective 3.1: Make VA a Place People Want to Serve  2. HR&A Strategic Plan 2014-2020, Goal 1 Objective 1.2 Improve hiring and promote workforce diversity  3. Office of Diversity and Inclusion (ODI) Strategic Plan 2012-2016, Goal 1: A Diverse Workforce  <a href="http://www.diversity.va.gov/programs/internship.aspx">http://www.diversity.va.gov/programs/internship.aspx</a>	FY 2015	135	46	\$293,873 (HACU) and \$287,345 (HSHPS), for a total of \$566,088.12.	Mrs. Aurelia Waters (202) 461- 4124 <a href="mailto:Aurelia.Waters@va.gov">Aurelia.Waters@va.gov</a>	<p><b>Outcomes:</b> Enabled post-secondary institution students to obtain work experience in VA components within the Washington, D.C. metropolitan area and VA regional and field offices located throughout the United States and its territories.</p> <p>The interns will be effective public relations ambassadors for VA by sharing positive work experiences which increase recruitment and outreach efforts.</p> <p>VA's ODI staff continued to manage NDIP working with vendors to include the Hispanic Association of Colleges and Universities (HACU) and Hispanic Serving Health Professionals Schools (HSHPS), to build a pipeline for workforce diversity.</p> <p>During FY 2015, VA funded 135 interns through NDIP, 28 through HACU and 18 through HSHPS.</p>



<p><b>2. Hispanic Association of Colleges and Universities (HACU)</b></p> <p>1. VA Strategic Plan 2013-2020, Goal 3, Objective 3.1: Make VA a Place People Want to Serve</p> <p>2. HR&amp;A Strategic Plan 2014-2020, Goal 1 Objective 1.2 Improve hiring and promote workforce diversity</p> <p>3. ODI Strategic Plan 2012-2016, Goal 1: A Diverse Workforce</p>	June 2015	2	470 colleges and universities	\$0.00	Mrs. Aurelia Waters (202) 461- 4124 <a href="mailto:Aurelia.Waters@va.gov">Aurelia.Waters@va.gov</a>	<p>a. The Secretary of Veterans Affairs and the President of HACU signed a renewed Memorandum of Understanding (MOU).</p> <p>b. The MOU provides the cooperative framework for both parties to develop initiatives and perform outreach to increase employment and educational opportunities in VA for students of Hispanic-Serving Institutions, other HACU member institutions, and Veterans.</p>
<p><b>3. VA Student Outreach and Retention (SOAR) Program</b></p> <p>1. VA Strategic Plan 2013-2020, Goal 3, Objective 3.1: Make VA a Place People Want to Serve</p> <p>2. HR&amp;A Strategic Plan 2014-2020, Goal 1 Objective 1.2 Improve hiring and promote workforce diversity</p> <p>3. ODI Strategic Plan 2012-2016, Goal 1: A Diverse Workforce</p> <p><a href="http://www.diversity.va.gov/programs/soar.aspx">http://www.diversity.va.gov/programs/soar.aspx</a></p>	August 2015	200	Not tracked	\$94.00	Mrs. Aurelia Waters (202) 461- 4124 <a href="mailto:Aurelia.Waters@va.gov">Aurelia.Waters@va.gov</a>	<p>a. VA has executed the SOAR Program during FY 2015, by establishing an MOU with Valencia College (VC), a Hispanic Serving Institution located in Orlando Florida, which has a high number of Hispanic and Veteran students.</p> <p>b. Through implementation of this MOU, ODI staff developed bilingual marketing material to promote SOAR for future use at VC events and conducted targeted recruitment outreach at the college's Spring March 2015 Job Fair.</p> <p>c. VA continues to pursue additional educational institutions such as Florida International University, located in Miami, FL, to participate in the SOAR program, meeting criteria to ensure diverse participants in occupations relevant to VA</p>



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**Objective 3.1.c: Workforce Diversity** - In this section, the Agency should include any activities, investments, outreach and/or recruiting programs intended to diversify the Agency’s workforce, including activities, investments, outreach and/or recruiting programs designed to create awareness of professional opportunities and increase the recruitment and hiring of Hispanics.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
<b>1. VA Hispanic Employment and Developmental Outreach Events.</b>  1. VA Strategic Plan 2013-2020, Goal 3, Objective 3.1: Make VA a Place People Want to Serve  2. HR&A Strategic Plan 2014-2020, Goal 1 Objective 1.2 Improve hiring and promote workforce diversity  3. ODI Strategic Plan 2012-2016, Goal 1: A Diverse Workforce  <a href="http://www.diversity.va.gov/programs/hispanic.aspx">http://www.diversity.va.gov/programs/hispanic.aspx</a>	FY 2015	350 (NHMA), 20,000 (LULAC Convention), and 1,000 (LULAC FTIP), for a total approximate of 21,350 individuals reached.	Not tracked	\$2,226.92 (NHMA), \$3,838.15 (LULAC Convention), and \$0 (LULAC FTIP). Total of \$6,065.07.	Mrs. Aurelia Waters (202) 461- 4124 <a href="mailto:Aurelia.Waters@va.gov">Aurelia.Waters@va.gov</a>	<b>Marketed VA as an Employer of Choice at these outreach events:</b> a. National Hispanic Medical Association (NHMA) Conference, Washington, DC, March 2015.  b. League of United Latin American Citizens (LULAC) Convention and Expo/Federal Training Institute (FTI); Salt Lake City, Utah, July 2015.  c. LULAC’s 3rd Annual FTI Partnership; Bethesda, MD, September 2015.  d. During April 2015, VA’s departmental Hispanic Employment Program Manager (HEPM) hosted a Telecom for field HEPMs titled “Taking Charge of Your Career at VA” by FMP Consulting, Inc. , which focused on learning how to explore opportunities, find a right career path, and share the MyCareer@VA tool with others in their networks.